

Technical Report 1046

# **Preliminary Report on Selected Life Course Variables and Reasons for Volunteering for the 28th Sinai Deployment**

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**August 1996**

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**United States Army Research Institute  
for the Behavioral and Social Sciences**

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FOR THE BEHAVIORAL AND SOCIAL SCIENCES**

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14. ABSTRACT (Maximum 200 words):  This report documents the before-deployment to the Sinai, a peacekeeping operation that comprised troops from the Reserve Component (RC) as well as the Active Component (AC). Before deploying, 503 soldiers completed surveys developed by the U.S. Army Research Institute for the Behavioral and Social Sciences that contained items covering a broad range of demographic and attitudinal variables. The findings of this report concern the reasons RC soldiers gave for volunteering; the expected effects of the deployment on the lives of all soldiers; and all employees' before-deploying educational aspirations, career intentions, organizational commitment, and marital/family status. RC soldiers' reasons for volunteering involved adventure, career challenge/advancement, and patriotism. The entire sample of soldiers expected the deployment to have positive effects on various aspects of their lives, especially their physical health and their military careers. Levels of organizational commitment and career intentions were high across the entire sample. Married soldiers reported high marital satisfaction and high levels of spouse support for the deployment. Differences among subgroups tended to be small, although RC soldiers were generally more positive than AC soldiers, and officers were more positive than enlisted personnel. There were few substantive differences among the soldiers on the variables examined. The authors conclude that before-deployment status on the selected variables is roughly equivalent for the entire sample of employees across both components (RC and AC) and all three rank levels (junior enlisted personnel, noncommissioned officers, and officers).				
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## FOREWORD

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In compliance with the Camp David Accords of 1987 and the Egyptian-Israeli peace treaty protocol of 1981, the U.S. Army has participated in a Multinational Force and Observers (MFO) peacekeeping mission in the Sinai Desert. Traditionally, this participation has involved a 6-month rotational deployment of a battalion-sized Active Component (AC) infantry unit. Recently, however, a composite battalion of AC and Reserve Component (RC) soldiers was deployed, with the latter coming primarily from the Army National Guard's 29th Infantry Division (Light). The purpose of this rotation was to evaluate the ability of AC and RC soldiers to blend into a military unit capable of effectively performing a real-world mission and thereby determine if the concept should be continued or not. This report documents before-deployment research on respondents' reasons for volunteering; expectations for effects on various aspects of their lives; and their career plans, organizational commitment, educational aspirations, and marital/family status.

The research was conducted by the U.S. Army Research Institute's Organization Personnel Resources Research Unit (OPRRU) under work package 6952, "Multinational Force and Observers (MFO): Rotation #28," which is organized under the "Manpower and Personnel" program area.

The Army Deputy Chief of Staff for Personnel sponsored this research. Results have been presented to Assistant Secretary of the Army for Manpower and Reserve Affairs; Chief and Vice Chief of Staff of the Army; Deputy Chief of Staff for Personnel; Deputy Chief of Staff for Operations and Plans; Chief, National Guard Bureau; Director, Army National Guard; Deputy Chief of Staff for Operations, Forces Command; and Deputy Chief, Army Reserve.

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PRELIMINARY REPORT ON SELECTED LIFE COURSE VARIABLES AND REASONS  
FOR VOLUNTEERING FOR THE 28th SINAI DEPLOYMENT

EXECUTIVE SUMMARY

Research Requirement:

The U.S. Army has provided troops for peacekeeping operations in the Sinai since 1981. For the 28th deployment to the Sinai (January-July 1995), these troops were drawn primarily from the Reserve Component (RC) rather than the Active Component (AC). The U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) is conducting research that is tracking the training and deployment of the battalion serving in this innovative peacekeeping operation. This report documents the before-deployment status of the members of the battalion on selected variables.

Procedure:

The sample for this research comprised the 407 RC soldiers and the 96 AC soldiers who completed a before-deployment survey. The findings reported here are based on responses dealing with the reasons the RC soldiers gave for volunteering for the deployment and the responses of all soldiers (both RC and AC) to survey items dealing with expected effects of the deployment on various aspects of their lives. In addition, the pre-deployment status of all soldiers concerning their organizational commitment, career intentions, educational aspirations, and marriages/families was documented.

Findings:

The most frequently endorsed reasons for volunteering were service to country/Army, work challenge, and career advancement. In general, all soldiers expected the effects of the deployment on various aspects of their lives to be neutral to highly positive. RC soldiers (who were truly volunteers) typically rated the effects somewhat higher than the AC soldiers. All soldiers were relatively high in affective commitment (emotional attachment to the military), and did not perceive the costs of leaving the military (continuance commitment) as too high by the respondents. As is usually the case in organizational research, officers tended to expect somewhat more positive effects than did soldiers in the lower ranks. Sizable proportions of soldiers in both components and at all rank levels were interested in continuing with the Army for a 20-year career or longer, and all subgroups had high aspirations for additional education. The older (higher rank) soldiers were more likely to be married and to have children, with all groups reporting high levels of spouse

support for the deployment and high levels of marital satisfaction.

Utilization:

The data concerning reasons for volunteering provide input for Army planners and policy makers regarding recruitment for future deployments. The information relating to expected effects and the present status of various aspects of soldiers' lives will provide baseline data for future research.

PRELIMINARY REPORT ON SELECTED LIFE COURSE VARIABLES AND REASONS  
FOR VOLUNTEERING FOR THE 28th SINAI DEPLOYMENT

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Preliminary Report on Selected Life Course Variables  
and Reasons for Volunteering for the 28th Sinai Deployment

Introduction

Background

The United States Army has provided troops for peacekeeping operations in the Sinai since 1981. These troops, who serve a six-month deployment, have heretofore been members of the Active Component (AC). Due to Congressional cuts for the military and the limitations imposed by reductions in military strength, the Department of Defense (DoD) has considered ways in which the reserve forces of the military might fill some of the gaps which have resulted from downsizing. One of the ways in which reserve forces might play a larger role in the future is by participation in peacekeeping operations.

Thus for the 28th deployment to the Sinai, the American troops were largely Reserve Component (RC) volunteers. Most of them were from Army National Guard (ARNG) units,<sup>1</sup> and some were from the Individual Ready Reserve (IRR). Active Component (AC) soldiers also served in the battalion which was formed for the 28th deployment.<sup>2</sup>

Since the RC had never before participated in such a deployment, it was not clear to the Army just how this innovative operation would affect the peacekeeping operation. Nor was it known how the deployment would affect the participating soldiers and their families and how these effects would influence commitment, retention, and other outcomes of interest to the Army.

The Army Research Institute (ARI) conducted research on RC participation in the Army's 28th deployment to the Sinai. However, the research described in this report is only part of the research ARI researchers conducted.

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<sup>1</sup>The ARNG's 29th Infantry Division (Light) was the division holding administrative responsibility for the RC personnel of the mission and from which most (294) of the ARNG volunteers came.

<sup>2</sup>The deploying battalion was the 4th Battalion, 505 Parachute Infantry Regiment, 82nd Airborne Division.

### Purpose of Research

The purpose of the present research was twofold: (1) to ascertain the reasons why members of the RC volunteered for this deployment, and (2) to provide baseline data related to various aspects of the soldiers' lives that might be affected by a major life course event such as a peacekeeping deployment. Knowing why soldiers volunteer for this kind of mission can provide the Army with useful information for future deployments of RC soldiers. Ascertaining the effects of such deployments on soldiers and their families will enable the Army to assess the pros and cons of such deployments and provide guidance for future Army policy and planning relating to the use of reservists in peacekeeping operations.

### Research Questions

The questions to be explored in the portion of the ARI research described in this document are:

1. Reasons. What are the reasons RC soldiers give for volunteering for this peacekeeping deployment?
2. Anticipated effects. What effects do soldiers expect the deployment to have on various aspects of their lives? Before they deploy, how do soldiers expect the deployment to affect the following:
  - physical health
  - emotional well-being
  - civilian job/career
  - military career
  - marriage
  - adjustment to spouse upon return
  - children
  - likelihood of volunteering for future operations
  - likelihood of remaining in ARNG/IRR/AC
3. Before-deployment status. At this before-deployment point, what are soldiers' organizational commitment, career intentions, educational aspirations, and marital/family status?

### Method

#### Sample

The sample for this research comprises the 407 RC soldiers and the 96 AC soldiers who completed a before-deployment survey. The RC respondents had volunteered and were selected for the deployment. The AC soldiers may or may not have volunteered in

the usual sense of the word. The RC soldiers were from ARNG units and from the IRR.

### Measures

In this section, we indicate how we have operationalized the variables of interest. Two almost identical surveys contained these measures. The first survey was administered in August 1994 to the leadership of the new battalion to be deployed to the Sinai. The second survey was administered in October 1994 to the remaining soldiers, primarily the junior enlisted personnel of the battalion. Both surveys were administered at Fort Bragg at an early point in the employees' training. Appendix A contains a copy of the Background and Training questionnaire administered in October 1994.

The principal sources for the original items came from previous surveys and/or discussions with volunteers during five week-end inprocessing days at Fort Belvoir, VA. We also considered comments obtained by researchers administering questionnaires and the comments made by respondents on the first survey administered at Fort Bragg. The measures of organizational commitment and job satisfaction were based on research in the industrial/organizational psychology literature (Allen & Meyer, 1990; Meyer & Allen, 1984; Seashore, Lawler, Mirvis, & Cammann, 1982; Teplitzky, 1991).

Reasons for volunteering. The checklist of reasons for volunteering contained 15 items: 14 specific categories (e.g., medical benefits, challenging work, adventure/travel) plus an "other" category. Respondents rated each reason on a 5-point Likert scale from Very Unimportant to Very Important. There was also a Not Applicable option. This set of items is on page 8 of the Background and Training questionnaire administered at Fort Bragg in October 1994 (Appendix A). A general item asking soldiers how they felt about going to the Sinai (also on a 5-point scale from Very Negative to Very Positive) is on page 7 of the same questionnaire.

Expected effects of Sinai deployment. Previous research (e.g., Card, 1983; Ivie, Gimbel, & Elder, 1991) has shown that life course events such as military service have long-term as well as short-term effects on people's lives. To tap into some of these changes, survey respondents were asked to rate the anticipated effects of the deployment on various aspects of life, such as physical health, civilian job/career, marriage, and children. The soldiers responded to anticipated change in each life aspect by checking a 5-point Likert scale ranging from Strongly Disagree to Strongly Agree or a Not Applicable option. This expectations variable comprises the items on page 9 of the

Background and Training questionnaire administered at Fort Bragg in October 1994 (Appendix A).

Organizational commitment. The commitment variable was operationalized in a 15-item scale based on the Meyer and Allen (1984; Allen & Meyer, 1990) measure of organizational commitment. The Meyer and Allen instrument was modified by substituting "the military" for "my organization" and deleting one item which did not apply to the military. We also reworded reverse-coded items so that all items read in a positive direction. We used two of the three subscales that Meyer and Allen identified in their instrument.<sup>3</sup> These two scales were: affective commitment, which is the emotional attachment the respondent feels for the organization, and continuance commitment, which assesses the costs to the person of leaving the organization.<sup>4</sup> The respondent rated each item on a 5-point Likert scale from Strongly Disagree to Strongly Agree. This variable, entitled "Army Organization," comprises the items on page 10 of the Background and Training questionnaire (Appendix A).

Career intentions. Intentions concerning making a career in the military were measured on a 6-point scale representing the length of time the respondent expected to remain in the military. This item was based on the Propensity to Stay Measure of Teplitzky (1991) but was adapted to be appropriate for RC personnel as well as AC soldiers. The career intentions item is on page 11 of the Background and Training questionnaire (Appendix A).

Educational aspirations. Three items related to the respondent's educational aspirations. One asked for the highest educational level the respondent had attained to date; another asked about expectations for acquiring additional education; and a third asked about plans for taking courses while in the Sinai. These items are No. 7, No. 26, and No. 27, respectively, in the Background and Training questionnaire (Appendix A).

Marital/family status. The measure of marital status was item No. 8 in the Background and Training questionnaire (Appendix A). Item 13 in the same questionnaire asked the respondent how many dependent children he/she had. A third item (No. 30 in the Family and Finances questionnaire administered at the same time and place) asked for an assessment of the quality of the marital

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<sup>3</sup>We did not use a third subscale, normative commitment, as it was not relevant for our purposes.

<sup>4</sup>Teplitzky (1991) used the Meyer and Allen (1984) affective dimension in her measure of organizational identification, substituting "the Army" for "my organization." Teplitzky used reverse coding for four of the seven items in her scale.

relationship. The item read as follows: "On a scale from 1 to 7, where 1 means very unhappy and 7 means very happy, how would you describe your marriage (or important relationship), at the present time?"

### Procedure

Survey instruments which included the measures described above were administered to the battalion before deployment. ARI researchers administered the first survey in August 1994 at Fort Bragg, North Carolina, shortly after the battalion leadership had reported for their before-deployment training. Researchers administered a second, almost identical survey, to the rest of the battalion in October 1994.

### Analyses

The analyses for the research reported here involved only before-deployment data. We generally report results for the entire sample. Where appropriate and of interest, results are broken out by component (RC and AC) or by rank (junior enlisted, NCOs, and officers). Rank is of course confounded with age as NCOs and officers tend to be older than junior enlisted personnel. And since a larger proportion of the AC was in leadership positions, component (RC or AC) is also confounded with age and rank.

We investigated component sub-group differences using the analysis of variance (ANOVA) procedure. For rank comparisons, which involved three groups, we used Tukey's Honestly Significant Difference technique to test for significance. We present these comparison data, however, with two cautions: (1) Substantive, not necessarily statistically significant, differences are the important ones (Cohen, 1994); (2) These comparisons involved a considerable number of tests based on a limited number of people.

### Results

#### Reasons for Volunteering

Overall results. Table 1 contains means and standard deviations of importance ratings by the RC soldiers on their reasons for volunteering. Because most of the AC soldiers did not truly volunteer for the deployment, AC comparisons with the RC do not seem meaningful for this variable.<sup>5</sup> As can be seen in

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<sup>5</sup>The AC respondents, however, were very positive about going to the Sinai. Some 86% of them responded that they were very or somewhat positive about deploying, compared to 96% of the RC respondents. A larger proportion of the AC (10%) than the RC (3%) were neutral about deploying.

the table, the most highly rated reasons (over 4.0 on a 5-point scale) were adventure, challenging work, serving one's country, and career advancement. The lowest rated reasons were being unemployed, family pressures/problems, and getting away from a bad neighborhood. In between ratings were generally associated with various benefits and the need for more money.

Some of the reasons written in under the "other" category included: "get into good shape for college athletics," "take time off from girlfriend," and "missed the Army."

Comparisons by rank. In Table 2, we present reasons for volunteering broken out by rank (junior enlisted personnel, NCO's, and officers). In general, differences were not great even if they were statistically significant. Junior enlisted and NCO's rated benefits and "educational course credit" more highly than did officers. Junior enlisted also ranked "needed more money" and "get away from a bad neighborhood" higher than the other two groups. On the remaining reasons, the three groups did not differ significantly from each other.

Comparisons of employed and unemployed RC soldiers. There were relatively few differences between soldiers who had been employed and those who had not been employed before volunteering. As can be seen in Table 3, employed soldiers ranked "adventure/travel" significantly lower than did soldiers who had not been employed. Greater differences occurred on "needed more money" and "was unemployed," both of which employed soldiers ranked significantly lower than did unemployed soldiers.

#### Anticipated Effects of Deployment

Before they deployed, soldiers were asked to indicate how they expected various aspects of their lives to change as a result of the deployment to the Sinai. Tables 4 and 5 contain the means and standard deviations for soldier expectations for various life aspects. The 5-point scale ranged from "Strongly Disagree" to "Strongly Agree," with each item stated in a positive fashion using terms such as "improved," "enhanced," etc.

Table 4 shows findings for the entire sample and for the two components. Soldiers' expectations for deployment effects were positive, averaging 3.74 on the 5-point scale. Expectations for effects on marriages and families were less positive than the overall mean (3.33), with the other effects perceived more favorably (3.94).

As can be seen in the table, physical health and military career were the aspects of their lives that soldiers in the entire sample and in both components expected to be most positively affected. In general, the RC soldiers expected more positive outcomes than did AC soldiers. Significant differences between components (RC>AC) occurred on expectations for physical health, emotional well-being, and several outcomes related to military careers and military service.

Table 5 contains data on the deployment effects expected by the various rank groups. There were some significant differences between expectations of the junior enlisted personnel and those of NCOs and officers. For example, junior enlisted anticipated more positive outcomes for physical health and emotional well-being as well as for two outcomes related to military careers. Junior enlisted and Officers expected to be more willing to stay in the Army than did the NCOs.

Not shown in Table 5 is the general item relating to how positively the soldier felt about going to the Sinai. The overall mean was 4.69 on a 1-5 scale, with means for all component and rank groups uniformly high.

#### Organizational Commitment

Commitment status overall and by subgroups. Before-deployment scores for the two scales of the organizational commitment measure can be found in Table 6. The overall mean for affective commitment (emotional attachment to the organization) was 3.49 on a 5-point scale, and the overall mean for continuance commitment (perceived costs of leaving the military) was 2.76. The RC soldiers and the AC soldiers did not differ on either type of commitment. The only significant difference we found between groups on commitment occurred in the comparisons by rank for affective commitment: officers scored significantly higher on affective commitment than did either junior enlisted soldiers or NCO's. We did not find any significant differences among the three rank groups on continuance commitment.

Factor analysis of measure. Factor analysis of the correlations among the organizational commitment variables revealed three distinct factors. The two strongest factors support the findings of Allen and Meyer (1990) who provided evidence to support the conceptualization of organizational commitment in terms of an affective component and a continuance component. The basic structure of these factors is presented in Table 7.

The most powerful factor, accounting for nearly 32% of the variance, was the continuance component. This factor reflected the soldier's perceptions of the costs associated with leaving the military.

The second factor, accounting for 19% of the variance, was the affective component. This factor reflected feelings of emotional attachment to the military. The three items we found that had the highest loadings on our affective factor were also found by McGee & Ford (1987) to have had the highest loadings on the affective factor in their factor analysis. The three items on our adapted measure were:

- (1) I feel a strong sense of belonging to the military.
- (2) The military has a great deal of personal meaning for me.
- (3) I feel "emotionally attached" to the military.

The third factor had a marginal eigenvalue of 1.05. This result suggests that the factor was primarily defined by the one item which did not load significantly on the affective or continuance factor. This item, "I really feel as if the problems of the military are my own," was reported by Allen and Meyer (1990) to have loaded on their affective factor.

#### Career Intentions

Table 8 contains before-deployment career intentions for the soldiers who deployed to the Sinai. Note that the original response options to the career plans items were collapsed into three categories: (1) those who had already been in for 20 years or planned to stay in until or beyond 20 years, (2) those who were undecided about their career plans, (3) and those who planned to leave before 20 years.

Component differences were small. A slightly larger percentage of RC than AC were undecided about their career plans (33% vs. 26%), and a smaller percentage of RC than AC were planning to stay in the military until or beyond a 20-year retirement (55% vs. 62%). There was no difference between components in the percentage of soldiers planning to separate before 20 years (each 12%).

Because the number of officers was so small when distributed across the three categories, comparisons by rank for this group are inconclusive. The youngest group, junior enlisted soldiers, was least likely to stay until or beyond 20 years, was most undecided about staying, and was most likely to plan to separate before 20 years.

#### Educational Status and Aspirations

Tables 9 and 10 relate to employees' before-deployment educational status and educational aspirations. Table 9 contains data for the entire sample and for the two components. Differences between components were minimal. A larger proportion

of AC soldiers (20%) held a bachelor's degree than did the RC soldiers (7%), and a somewhat larger proportion of RC soldiers planned to travel during deployment than did AC soldiers (97% vs. 86%).

Larger differences are found in Table 10, which contains data for the three rank groups. As the table shows, 93% of the officers held a bachelor's degree or higher, while fewer than 6% of the junior enlisted and 11% of the NCOs were at this educational level. With respect to future educational plans, 89% of the officers anticipated eventually obtaining an advanced or professional degree compared to the 24% of junior enlisted and the 16% of NCOs who aspired to this educational level. Fewer officers planned to take educational courses for credit (61%) in the Sinai than did either junior enlisted soldiers (82%) or NCOs (87%). Very large proportions of all groups planned to travel while on the Sinai deployment (100% of officers, 90% of NCOs, and 96% of junior enlisted).

#### Marital and Family Status

Marital status. Table 11 shows that 36% of all deployed soldiers were married at the time of the before-deployment data collection. About twice as many AC were married as RC, with the lowest proportion of marriages found among junior enlisted (22%) and larger proportions found in the officer (44%) and NCO (62%) groups. However, age is confounded with marital status since junior enlisted were younger (mean = 24 years) than either officers (mean = 30 years) or NCOs (mean = 32 years).

Dependent children. The same pattern found for marital status was duplicated in the results for number of dependent children. As can be seen in Table 11, AC soldiers reported more dependent children than did RC soldiers, while junior enlisted personnel had fewer dependent children than either officers or NCOs. Again, this variable is confounded with age.

Spouse support. In general, the various subgroups reported relatively high levels of spouse support for the soldier's going on the MFO deployment. Table 11 shows that 80% of the entire married/committed sample reported positive ("supportive" or "very supportive") support. Some 82% of RC soldiers and 75% of AC soldiers reported positive support, while 83% of junior enlisted, 76% of NCOs, and 88% of officers reported this level of support.

Quality of relationship. All groups, especially officers, reported relatively high levels of relationship happiness. Table 11 shows that the overall mean was 5.50 (on a 7-point scale). Component means were 5.14 for the RC and 5.56 for the AC. Rank means were 5.29 (junior enlisted), 5.20 (NCOs), and 5.75 (officers).

## Discussion

### Reasons

The most popular reasons for volunteering by the RC soldiers were service, adventure, and work/career challenge and advancement. Various benefits (medical, dental, retirement) and the need for more money received modest ratings of importance. Respondents rated as lowest in importance reasons such as time out from school/job, family problems, and unemployment.

Differences among the various RC groups seemed more related to age or educational level than to component or rank. Junior enlisted personnel, for example, rated the importance of "take time out from school/job" higher than NCOs and officers. The more highly educated officers, on the other hand, rated educational course credit lower than the other two rank groups.

Employment status of the RC soldiers prior to volunteering seemed related to some reasons. Soldiers who had been unemployed before volunteering for the deployment rated "needed more money" and "was unemployed" significantly higher than soldiers who had been previously employed.

### Effects on Various Aspects of Soldiers' Lives

We have two means by which we can identify changes in soldiers' lives: first, we can ask them what has changed and how it has changed; second, we can establish their before-deployment status and then determine after the deployment whether or not change has occurred. In our research, we expect eventually to follow both approaches. For the present report, however, we can only report what effects soldiers expected and what their before-deployment status was with respect to organizational commitment, career intentions, educational aspirations, marriage, and family.

Anticipated effects. In general, all soldiers expected the effects of the deployment on various aspects of their lives to be neutral (no change) to highly positive. Although the RC soldiers tended to be more positive than AC soldiers about anticipated effects, the pattern for both groups was similar. That is, the most positive effects were expected for the same variables by both components. Because the RC soldiers were volunteers, it seems reasonable that they would anticipate positive effects--or they would not have volunteered. And because most of the AC soldiers were not truly volunteers, it is not surprising that they rated the various outcomes somewhat less positively.

The significant rank differences on anticipated effects consisted of more positive expectations by junior enlisted personnel. The pattern of RC/AC differences holds for the comparisons of junior enlisted personnel with the other rank

groups. Because half the leadership of the battalion was from the AC, this finding does not surprise us. We would expect the RC volunteers, who constituted the bulk of junior enlisted personnel, to have the most positive expectations.

Although there were some group differences in anticipated effects, all soldiers--regardless of rank or component--had highly positive feelings about going to the Sinai.

Organizational commitment. Affective organizational commitment (emotional attachment to the organization) was strong for both components, and officers were higher on this type of commitment than were NCOs and enlisted personnel. This result is often found in Army organizational research--officers are consistently more positive, more favorable, and/or optimistic about the Army and their future than are other soldiers. There were no differences in continuance commitment between components or across ranks. Most soldiers seemed to feel that the costs of leaving the organization would not be excessively high. As the factor analysis demonstrated, continuance commitment accounted for more variance than did affective commitment.

Career intentions. In spite of the fact that the respondents seemed to believe that leaving the military would not entail excessive costs, sizable proportions of all groups expressed interest in continuing with the Army for a 20-year career or longer. A larger percentage of RC soldiers were undecided about their military career plans than were AC soldiers, a result which may be due to the fact that RC jobs are typically part-time and not full-time. Many of the RC have full-time civilian jobs and thus may be more ambivalent about whether or not they wish to seek a full career as a part-time military member.

Educational aspirations. As a whole, this sample had high educational goals for themselves, with many non-degreeed soldiers aspiring to college degrees and those already holding bachelor's degrees aspiring to advanced or professional degrees. Sizable proportions of all soldier groups planned to take educational courses for credit while in the Sinai, although the proportion for the better-educated officers was somewhat less than for the other rank groups. The availability of appropriate courses, however, will be a factor to explore in subsequent research. Very large proportions of all groups (100% of the officers, for example) planned to travel to other countries during their deployment. Again, we will need to examine whether or not employees carried out plans for such travel.

Marital/family status. Generally speaking, the marital and family status of a soldier seemed more related to his or her age than to factors such as component or rank. Higher rank (older) soldiers tended more often to be married and to have children.

Those who were married reported high levels of spouse support for the deployment and high levels of satisfaction with the marriage.

### Summary and Conclusions

What we consider remarkable about these findings is that we found so few differences among groups. On some variables, the usual officer-enlisted divergence occurred, with officers responding more positively. On other variables, RC soldiers responded somewhat more positively than AC soldiers. But considering the fact that the majority of the soldiers were not only volunteers but also from the RC, we would have expected to find more and larger differences. Future research will show whether or not greater differences among groups will emerge over time. For the present, we conclude that before-deployment status on life-course variables is roughly equivalent for the entire sample of employees across both components and all three rank levels.

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Table 1

Reserve Component (RC) Reasons for Volunteering for Deployment

Reason <sup>a</sup>	N	Mean	(SD) <sup>b</sup>
Adventure/Travel	401	4.42	(.93)
Challenging work/Learn new skills	402	4.25	(.97)
Serve country/Serve Army	400	4.15	(1.01)
Military career advancement/promotion	401	4.07	(1.06)
Educational course credit	396	3.70	(1.18)
Needed more money	401	3.66	(1.24)
Earn points toward retirement	402	3.50	(1.27)
Dental benefits	401	3.39	(1.22)
Medical benefits	402	3.38	(1.20)
Montgomery G.I. Bill benefits	399	3.24	(1.33)
Take time out from school/job	402	3.02	(1.37)
Was unemployed	393	2.23	(1.40)
Family pressures/problems	399	2.17	(1.27)
Get away from bad neighborhood	396	1.87	(1.20)

<sup>a</sup>In descending order of importance<sup>b</sup>Rated on five-point scale (1 = very unimportant to 5 = very important)

Table 2

## Reserve Component Reasons for Volunteering for Deployment by Rank

Reasons	Rank									
	Junior enlisted			NCO's			Officers			Differences <sup>b</sup>
	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>	
Earn retirement points	289	3.50	(1.25)	89	3.54	(1.32)	21	3.33	(1.46)	J=N=O
Medical benefits	289	3.40	(1.17)	89	3.47	(1.20)	21	2.67	(1.49)	J&N>O
Dental benefits	289	3.42	(1.19)	88	3.44	(1.21)	21	2.71	(1.55)	J&N>O
G.I. Bill benefits	286	3.35	(1.29)	89	3.01	(1.32)	21	2.14	(1.42)	J&N>O
Challenging work/ learn new skills	290	4.20	(1.01)	88	4.35	(.83)	21	4.52	(.93)	J=N=O
Career advancement/ promotion	288	4.11	(1.06)	89	3.91	(1.07)	21	4.00	(1.10)	J=N=O
Serve country/ Serve Army	287	4.11	(1.02)	89	4.20	(.98)	21	4.48	(.68)	J=N=O
Adventure/travel	288	4.43	(.93)	89	4.35	(1.01)	21	4.52	(.60)	J=N=O
Educational courses	284	3.80	(1.19)	88	3.65	(1.03)	21	2.57	(1.12)	J&N>O
Needed more money	288	3.82	(1.18)	89	3.29	(1.36)	21	3.19	(1.25)	J>N&O

Table 2 - Continued

Reasons	Rank						Differences <sup>b</sup>	
	Junior enlisted		NCO's		Officers			
	N	Mean (SD) <sup>a</sup>	N	Mean (SD) <sup>a</sup>	N	Mean (SD) <sup>a</sup>		
Was unemployed	282	2.27 (1.40)	87	2.21 (1.45)	21	2.00 (1.30)	J=N=0	
Take time out from school/job	290	3.05 (1.36)	88	2.90 (1.29)	21	3.10 (1.76)	J=N=0	
Family pressures/problems	288	2.23 (1.26)	88	2.12 (1.35)	20	1.70 (1.08)	J=N=0	
Get away from bad neighborhood	286	1.92 (1.20)	87	1.85 (1.27)	20	1.20 (.62)	J>N&O	

<sup>a</sup>Rated on five-point scale (1 = very unimportant to 5 = very important). Differences significant at  $p < .05$

<sup>b</sup>J = Junior enlisted; N = NCO's; O = Officers.

Table 3

## Reserve Component Reasons for Volunteering for Deployment by Employment Status

Reason	Employment Status					
	Employed			Not employed		
	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>
Earning retirement points	215	3.56	(1.21)	54	3.19	(1.37)
Medical benefits	215	3.40	(1.18)	54	3.26	(1.14)
Dental benefits	214	3.41	(1.20)	54	3.30	(1.19)
G.I. Bill benefits	214	3.20	(1.33)	53	3.17	(1.27)
Challenging work/ new skills	214	4.28	(.93)	54	4.37	(.90)
Career advancement/ promotion	215	4.07	(1.06)	54	4.04	(.91)
Serve country/Army	213	4.21	(.94)	54	4.15	(.88)
Adventure/travel	216	4.42	(.90)	54	4.70	(.54)
Educational course credit	211	3.74	(1.11)	54	3.70	(1.25)
Needed more money	215	3.47	(1.30)	54	4.33	(.70)

Differences<sup>b</sup>

E=NE  
E=NE (P< .004)  
E=NE  
E=NE  
E=NE (P< .0001)

Table 3 - Continued

Reason	Employment Status					
	Employed			Not Employed		
	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>
Was unemployed	209	2.01	(1.30)	54	3.56	(1.31)
Take time out from school/job	214	3.09	(1.37)	54	2.87	(1.28)
Family pressures/problems	213	2.14	(1.28)	54	2.43	(1.31)
Get away from bad neighborhood	212	1.89	(1.22)	54	1.94	(1.11)

<sup>a</sup>Rated on five-point scale (1 = very unimportant to 5 = very important)

<sup>b</sup>E = soldiers who had been employed before volunteering; NE = soldiers who had not been employed before volunteering.

Table 4

## Anticipated Effects of Deployment on Life Aspects by Component

Aspects	All soldiers			Reserve Component			Active Component			Differences <sup>b</sup>
	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>	
Physical health	491	4.50	( .81)	385	4.62	( .69)	91	3.97	(1.05)	R>A (p<.0001)
Emotional well-being	483	3.74	(1.02)	380	3.88	( .99)	88	3.19	( .93)	R>A (p<.0001)
Civilian job/career	414	3.16	(1.26)	361	3.16	(1.27)	39	3.18	(1.07)	R=A
Military career	489	4.39	( .76)	382	4.50	( .68)	92	3.95	( .93)	R>A (p<.0001)
Marriage	368	3.27	(1.23)	287	3.26	(1.22)	71	3.18	(1.27)	R=A
Adjusting upon return	296	3.45	(1.28)	221	3.42	(1.29)	68	3.62	(1.20)	R=A
Children	252	3.27	(1.16)	186	3.32	(1.12)	59	3.03	(1.29)	R=A
Volunteering in future	480	3.91	(1.18)	382	4.04	(1.11)	83	3.22	(1.29)	R>A (p<.0001)
Willingness to stay in Army	469	3.96	(1.02)	378	4.04	( .99)	76	3.49	(1.11)	R>A (p<.0001)

<sup>a</sup>Rated on a five-point scale ranging from 1 = very negative effect to 5 = very positive effect.

<sup>b</sup>The sum of R and A soldiers does not equal the total because some soldiers did not identify their component.

Table 5

Anticipated Effects of Deployment on Life Aspects by Rank

Aspects	Rank									
	Junior enlisted					Officers				
	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>	N	Mean	(SD) <sup>a</sup>	Differences <sup>b</sup>
Physical health	300	4.63	(.68)	151	4.26	(.94)	39	4.28	(1.00)	J>N&O
Emotional well-being	295	3.90	(.97)	151	3.46	(1.04)	34	3.65	(1.04)	J>N=O
Civilian job/career	282	3.26	1.25)	106	2.99	(1.20)	22	2.86	(1.52)	J=N=O
Military career	298	4.50	(.68)	150	4.24	(.86)	39	4.15	(.81)	J>N&O
Marriage	222	3.24	(1.23)	118	3.31	(1.26)	25	3.20	(1.08)	J=N=O
Adjusting quickly upon return	160	3.38	(1.33)	114	3.47	(1.24)	21	4.00	(1.00)	J=N=O
Children	128	3.36	(1.21)	107	3.20	(1.12)	14	3.36	(1.01)	J=N=O
Volunteering in future	296	4.02	(1.16)	144	3.62	(1.23)	38	3.95	(1.06)	J=O>N
Willingness to stay in the Army	298	4.03	(.99)	131	3.70	(1.11)	37	4.22	(.79)	J&O>N

<sup>a</sup>Rated on a five-point scale ranging from very negative effect to very positive effect.

<sup>b</sup>J=Junior enlisted; N=NCOS; O=Officers. Differences significant at  $p < .05$ .

Table 6

## Pre-Deployment Organizational Commitment

Group	Commitment					
	Affective		Continuance			
	N	Mean	(SD)	N	Mean	(SD)
All soldiers	506	3.48	(.58)	499	2.76	(.90)
				Component		
Reserve	398	3.49	(.58)	392	2.73	(.89)
Active	93	3.44	(.60)	92	2.87	(.88)
				Rank		
Junior enlisted	307	3.46	(.55)	300	2.81	(.88)
NCO's	157	3.46	(.64)	156	2.73	(.91)
Officers	38	3.77*	(.44)	39	2.17	(.88)

\*Officers differ significantly ( $p < .05$ ) from other ranks on this principle.

Table 7

Varimax Rotated Factor Matrix of Continuance and Affective Commitment Items

Commitment Measure	Continuance Factor 1	Affective Factor 2	Affective Factor 3
<u>Continuance Items</u>			
Too costly to leave	.80918	.05064	-.07427
Afraid to quit/no job	.80246	-.06282	.09660
Scarcity of alternatives	.77826	-.01040	.03008
Leaving disrupts life	.77023	.16449	.09901
Necessity more than desire	.71413	.21304	.00442
Too few options	.71409	.03681	-.02249
Hard to leave now	.71262	.08820	.00268
Stay for benefits	.48525	.13674	.34446
<u>Affective Items</u>			
Sense of belonging	.09990	.87651	.06929
Personal meaning	.04764	.82621	.04367
Emotionally attached	.08185	.82010	.17710
Feel part of family	.13140	.73124	.18262
Enjoy discussing military	.10479	.48969	.47382
Military problems my own	.09386	.19238	.74655
Attach to another org.	.03954	-.33130	-.40336
Percent of Variance	31.7	18.8	7.7
Eigenvalues	4.75	2.83	1.05

Table 8

Pre-deployment Career Intentions

Group	Stay until/beyond 20 years		Undecided		Retire before 20 years	
	N	(%)	N	(%)	N	(%)
All soldiers	284	(56)	161	(32)	60	(12)
Component						
Reserve	216	(55)	131	(33)	49	(12)
Active	59	(62)	25	(26)	11	(12)
Rank						
Junior enlisted	143	(47)	118	(38)	46	(15)
NCO's	115	(74)	29	(19)	11	( 7)
Officers	25	(64)	11	(28)	3	( 8)

Note. Percentages may not total to 100% because of rounding error.

Table 9

Pre-Deployment Educational Status and Educational Aspirations by Component

Educational variables	Component		
	All soldiers	Reserve	Active
Present educational status			
Less than bachelor's degree	86%	89%	76%
Bachelor's degree	10%	7%	20%
Higher than bachelor's degree	4%	4%	4%
Future educational plans			
Less than bachelor's degree	47%	48%	43%
Bachelor's degree	27%	26%	27%
Higher than bachelor's degree	26%	26%	30%
Deployment plans			
Take educational courses	82%	81%	88%
Plan to travel	95%	97%	86%

Note. Percentages may not total to 100% because of rounding error.

Table 10

Pre-Deployment Educational Status and Educational Aspirations by Rank

Educational variables	Rank			Present educational status
	Junior enlisted	NCO's	Officers	
Less than bachelor's degree	95%	89%	8%	
Bachelor's degree	5%	7%	62%	
Higher than bachelor's degree	<1%	4%	31%	
				Future educational plans
Less than bachelor's degree	50%	52%	5%	
Bachelor's degree	26%	32%	5%	
Higher than bachelor's degree	24%	16%	89%	
				Deployment plans
Take educational courses	82%	87%	61%	
Plan to travel	96%	90%	100%	

Note. Percentages may not total to 100% because of rounding error.

Table 11

## Pre-Deployment Marital/Family Status

Group	Marital status <sup>a</sup>	Variable						
		Number dependent children <sup>b</sup>			Positive spouse support <sup>c</sup>		Quality of marriage <sup>d</sup>	
		Number married	1-2	3-4	5-6	Number of spouses	N	Mean
All soldiers	188 (36%)	137 (27%)	34 (7%)	3 (<1%)	122 (80%)	143	5.29	(1.67)
Component								
Reserve	128 (31%)	91 (23%)	25 (6%)	1 (<1%)	84 (82%)	91	5.14	(1.66)
Active	58 (60%)	43 (47%)	9 (10%)	2 (2%)	37 (75%)	52	5.56	(1.68)
Rank								
Junior enlisted	69 (22%)	56 (18%)	13 (4%)	0	44 (83%)	42	5.29	(1.47)
NCOs	100 (62%)	68 (42%)	19 (12%)	3 (2%)	62 (76%)	84	5.20	(1.71)
Officers	17 (44%)	11 (28%)	2 (5%)	0	14 (88%)	16	5.75	(2.02)

<sup>a</sup>Includes soldiers currently married or remarried; does not include those reporting they were widowed or divorced.

<sup>b</sup>Percent of entire group reporting this number of children.

<sup>c</sup>Number rating supportiveness of spouse for MFO deployment as "supportive" or "very supportive." Includes married or remarried respondents. Does not include those reporting they were separated.

<sup>d</sup>Rating of happiness of marriage at the present time on seven-point scale (1=very unhappy to 7=very happy). Includes married or remarried respondents. Does not include those reporting they were separated.

## MULTINATIONAL FORCE AND OBSERVERS - SINAI

### BACKGROUND AND TRAINING QUESTIONNAIRE

**FORT BRAGG  
OCTOBER 1994**

#### **INSTRUCTIONS:**



- Fill in the circle for your choice completely
- Make no stray marks
- Erase changes completely

Please wait for the instruction to begin.

Thank you for your participation and cooperation.

This notification is to inform you of who is conducting this test and what use will be made of the information being collected, in accordance with Public Law 93-573, the Privacy Act of 1974. This test was compiled and is being administered by personnel of the U. S. Army Research Institute for the Behavioral and Social Sciences, headquartered at Alexandria, Virginia, as part of a research project on peacekeeping. This research is authorized by Acts of Congress which authorize recruitment and maintenance of military forces and authorize research to accomplish this goal. This authority is in 10 United States Code, Section 503 and 2358. The use of Social Security Numbers is authorized by Executive Order 9397.

Information on individuals is confidential and will not be used by nor released to anyone.  
Information on groups of soldiers will be used only for research and policy analysis.



8. **What is your current marital status? (mark only one)**

- Single and never married
- Married for the first time
- Remarried - was divorced or widowed
- Separated due to marital problems but no legal action taken
- Legally separated or filing for divorce
- Divorced
- Widowed

9. **Are you engaged, or is there an important girlfriend/boyfriend in your life right now?**

- Yes
- No

10. **Which of the following applies to your spouse or important girlfriend/boyfriend? (mark all that apply)**

- Not Applicable (N/A) - not married or no important girlfriend/boyfriend
- Employed in a civilian job
- In school
- Active Duty Military
  - Is he/she taking Voluntary Separation Incentive (VSI) or Special Separation Benefit (SSB)?
    - N/A - Not offered or not eligible
    - No - Offered and eligible, but not taking VSI or SSB
    - Yes - Voluntary Separation Incentive
    - Yes - Special Separation Benefit

11. **Enter and fill in the 5-digit zip code for your home of record.**

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12. **Which term best describes the type of area where you lived the majority of the time while you were growing up? (mark only one)**

- N/A -- moved several times
- Rural/farm
- Suburban
- City
- Military Base/Post
- Other

Dependent children are defined as unmarried children who depend on you for over half their support. This includes adopted children and stepchildren. A dependent child must also be in one of the following categories:

- Not yet 21 years old
- Attends college and not yet 23 years old, or
- Has mental or physical handicap and is any age

13. As defined above, how many dependent children do you have?

None                          Four  
One                          Five  
Two                          Six or more  
Three

**14. How many dependent children live with you?**

None	Four
One	Five
Two	Six or more
Three	

15. Other than dependent children, how many people (such as parents or siblings) count on you to provide financial support?

None Four  
One Five  
Two Six or more  
Three

16. Just prior to your MFO assignment, which of the following were you a member of? (mark only one)

- The Regular Army
- The Individual Ready Reserve
- On Active Duty, on full-time status, in an Army Reserve Unit.
- On Active Duty, not on full-time status, in an Army Reserve Unit.
- On Active Duty, on full-time status, in an Army National Guard Unit.
- On Active Duty, not on full-time status, in an Army National Guard Unit.



**17. What is your rank?**

PV1	SSG	WO1	2LT
PV2	SFC	CW2	1LT
PFC	MSG	CW3	CPT
SPC	1SG	CW4	MAJ
CPL	SGM	MW4	LTC
SGT	CSM	MW5	COL

**IF YOU ARE A WARRANT OFFICER, PLEASE GO TO QUESTION 21.**

18. Enter and fill in  
your permanent  
primary MOS/AOC.

**19. Enter and fill in  
your permanent  
secondary MOS/AOC.**

20. Enter and fill in what is (or what will be) your MOS/AOC during your Sinai deployment.

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21. Have you ever completed a full tour (2 or more years) of Active Duty in the Regular Army?

Yes

No

22. Enter and fill in how many years/months of service you have completed, including enlisted, warrant officer, and commissioned officer time. For this question, count any time spent on Active Duty as a Reservist or member of the National Guard attending a training course or school as Reserve/Guard Duty.

a. Years/months on ACTIVE Duty      b. Years/months on RESERVE/GUARD Duty

Yrs.	Mos.

**ENTER 0000 if  
you have not served  
any time on Active  
Duty**

Yrs.	Mos.
Jan.	Jan.
Feb.	Feb.
Mar.	Mar.
Apr.	Apr.
May	May
June	June
July	July
Aug.	Aug.
Sept.	Sept.
Oct.	Oct.
Nov.	Nov.
Dec.	Dec.

**ENTER 0000 if  
you have not served  
any time on Reserve/  
Guard duty**

23. Have you been to the Sinai before on a peacekeeping rotation?

Yes  No

The Army defines direct combat as engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire, and to a high probability of direct physical contact with the hostile force's personnel.

24a. Have you ever served in a direct combat zone?

No -- GO TO Question 25.

Yes -- Please use the scale below to indicate your direct combat experience in each combat zone: (mark all that apply).

24b.

1 = Operation Desert Shield/Storm (ODS/S) 2 = Somalia 3 = Panama 4 = Grenada 5 = Vietnam 6 = Other zone(s)

- I served in a combat zone in ...
- I was in direct combat in...
- I used a weapon against the enemy in...
- I took enemy prisoners in...
- I was under enemy fire in...
- I was wounded by enemy action in...
- I witnessed American casualties in...
- I witnessed allied casualties in...
- I witnessed enemy casualties in...
- I witnessed civilian casualties in...



25. Enter and fill in your last Army Physical Fitness Test Score. (Scoring range from 0-300).

Score	
	

Don't know score

26. What additional education do you eventually expect to acquire? (mark only one)

None

Just take courses - no degree

H.S. diploma

GED/Other H.S. equivalency certificate

Vocational/technical certificate or license

Associate's Degree

Bachelor's Degree

Master's Degree

Doctorate Degree

Professional degree (M.D., J.D., etc.)

27. Do you plan to take courses for credit while you are deployed in the Sinai?

Yes

No

Not sure

28. Do you plan to travel outside the Sinai for recreation (e.g., in Egypt or Israel)?

Yes

No

Not sure

29. Have you had any previous overseas military assignment(s)?

Yes      No

30. How do you feel about going on overseas deployments in general?

Very positive

Somewhat positive

Neutral

Somewhat negative

Very negative



• 31. How do you feel about going to the Sinai?

- Very positive
- Somewhat positive
- Neutral
- Somewhat negative
- Very negative

• 32. Do you think that this mission will be good for your Army career?

- N/A - I will leave the Army within the next year.
- Yes
- No
- Not sure

• 33. Please PRINT your name and permanent home address below.

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• **REASONS FOR VOLUNTEERING** •

Please use the scale below to rate how important EACH of the following was to you when you decided to volunteer for this mission:

N/A - I did not volunteer for this mission.

1=very unimportant 2=unimportant 3=neither important nor unimportant 4=important 5=very important

Earning points towards retirement benefit  
Medical benefits  
Dental benefits  
Montgomery G.I. Bill benefits  
Challenging work/Learn new skills/Improve old skills  
Military career advancement/Promotion  
Serve country/Serve Army  
Adventure/Travel/See the world/Learn about other cultures  
Educational course credit/Credit towards degree  
Needed more money  
Was unemployed  
Take some time out from school/job  
Family pressures/problems  
Wanted to get away from a bad neighborhood  
Other - Please specify: \_\_\_\_\_

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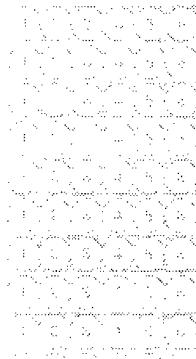
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**Comments:**

## EXPECTATIONS

**Please indicate how you expect your deployment to the Sinai to affect various aspects of your life. Use the scale below to indicate how much you agree or disagree with EACH of the following statements:**

1=strongly disagree 2=disagree 3=neither agree nor disagree 4=agree 5=strongly agree 6=N/A



- My physical health will improve.
- My emotional well-being will improve.
- My civilian job/career will benefit.
- My military career will benefit.
- My financial situation will improve.
- My marriage or other significant relationship will suffer.
- My spouse and I will quickly adjust to each other when I return.
- My children will be negatively affected.
- I will be more likely to volunteer for similar future operations.
- I will be more willing to stay in the Army National Guard/US Army Reserve/Regular Army.

**Please indicate your expectations about what your deployment to the Sinai will be like. Use the scale below to indicate how much you agree or disagree with EACH of the following statements:**

1=strongly disagree 2=disagree 3=neither agree nor disagree 4=agree 5=strongly agree 6=N/A



- My role will be well-defined during the deployment.
- My leadership role will be important to the success of the mission.
- My duties will be pretty boring during the deployment.
- My life will be pretty boring during the deployment.

**Comments:**



## ARMY ORGANIZATION

Please use the scale below to indicate how much you agree or disagree with the following statements. The term "military" in each question refers to your own military component, whether Army National Guard, US Army Reserve, or Regular Army.

1=strongly disagree 2=disagree 3=neither agree nor disagree 4=agree 5=strongly agree

I really feel as if the problems of the military are my own.

One of the major reasons I may stay in the military is that another organization may not match the overall benefits I have.

I feel like "part of the family" in the military.

I feel that I have too few options to consider leaving the military.

The military has a great deal of personal meaning for me.

It would be too costly for me to leave the military in the near future.

I am afraid of what might happen if I quit the military without having another job lined up.

It would be very hard for me to leave the military now even if I wanted to.

Too much of my life would be disrupted if I decided I wanted to leave the military now.

I feel a strong sense of belonging to the military

Right now, staying with the military is a matter of necessity as much as desire.

I feel "emotionally attached" to the military

One of the negative consequences of leaving the military would be the scarcity of available alternatives.

I think I could easily become as attached to another organization as I am to the military.

I enjoy discussing the military with people outside it

### Comments:



## CAREER INTENTIONS

1. Which of the following best describes your career in the military or your current intentions for such a career? The term "military" in each statement refers to your own military component, whether Army National Guard, US Army Reserve, or Regular Army.

- I have been in the military for 20 or more creditable years.
- I plan to stay in the military beyond 20 years.
- I plan to stay in the military until retirement at 20 years.
- I am undecided about staying in the military until retirement.
- I will probably leave the military before retirement.
- I will definitely leave the military before retirement.

**2. How certain are you about your answer to Question 1 above?**

- Very uncertain
- Somewhat uncertain
- Neither certain nor uncertain
- Somewhat certain
- Very certain

3. If you think you may leave the military before 20 years, when do you think you might leave?

#### 4. How certain are you about your answer to Question 3 above?

Very uncertain  
Somewhat uncertain  
Neither certain nor uncertain  
Somewhat certain  
Very certain

## 5. Comments:







• •

12. During the past year, how often have you performed tasks in your civilian life (job, hobbies, school, volunteer work) that were similar to tasks in your primary MOS?

N/A - I have been on Active Duty for the past year

Never

Weekly

A few times

Daily

Monthly

13. How well can you perform the tasks that are critical to your primary MOS in the Sinai?

VERY WELL, I am ready without any additional training.

FAIRLY WELL, I need only a few days of refresher training.

I'M A BIT RUSTY, I need a couple of weeks of refresher training.

NOT WELL, I would need nearly complete training.

14. Where did you get your MOS 11B (primary or secondary) certification?

Not applicable - I am not MOS 11B certified

Fort Benning

Fort A P Hill

Other (please specify) \_\_\_\_\_



## Attitudes towards Roles and Missions

### A. Role of the U.S. military

#### SCALE

1. Very unlikely
2. Somewhat unlikely
3. Somewhat likely
4. Very likely

What do you think is the likelihood that the United States will be involved in each of the following kinds of deployments within the next ten years?

- a.  Peacekeeping force
- b.  Guerilla war
- c.  Limited conventional war
- d.  Large conventional war
- e.  Tactical nuclear war
- f.  A war in which tactical chemical weapons are used
- g.  A war in which tactical biological weapons are used
- h.  Strategic nuclear war
- i.  Humanitarian assistance after a domestic disaster
- j.  Restoration of order after a domestic disturbance or riot
- k.  Overseas humanitarian assistance

## **B. Attitudes toward Peacekeeping**

## SCALE

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly Agree

1.  A soldier who is well-trained in basic military skills requires additional training for peacekeeping.
2.  Soldiers can be effective in a peacekeeping role even if they cannot use force except in self defense.
3.  Peacekeeping duty is boring.
4.  A peacekeeping force should be impartial in a conflict situation.
5.  Soldiers on peacekeeping duty should be unarmed.
6.  The primary mission of peacekeepers is to contain or reduce conflict without the use of force.
7.  Peacekeeping operations are appropriate missions for my unit.
8.  Peacekeeping assignments help a soldier's career.
9.  Peacekeeping operations are hardest on soldiers with families.
10.  A professional soldier is able to perform peacekeeping missions and war-fighting missions equally effectively.
11.  Peacekeeping missions should be performed by civilians rather than by soldiers.
12.  Peacekeeping missions should be performed by military police rather than by infantry.
13.  Reservists can perform peacekeeping missions as well as regular military personnel.

### C. Adjustment to Multinational Operations

#### SCALE

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly Agree

1.  It's much more difficult to work with foreign nationals than with people from the United States.
2.  You can trust foreign nationals as much as you can trust people from the United States.
3.  Most people from most countries are pretty much alike.
4.  I like to travel.
5.  I look forward to new experiences.
6.  I like to try foreign foods.